DMOSQ Readiness

OD Conference, APG, MD

25-26 May 20004

AGENDA

- Purpose
- Attack Plan
- Program Analysis
- Regional Representatives

PURPOSE

- DMOSQ State Assistance Visits are Not:
  - Not an inspection
  - Not a search for the guilty
- DMOSQ State Assistance Visits are:
  - Assistance
  - Help to identify systemic problems that may hinder DMOSQ readiness
  - Describe NGB support activities/resources

THE EASY PART IS DONE

DMOSQ ATTACK PLAN
PROBLEM STATEMENT

How to reach P-1 for deploying units and 85% DMOSQ of assigned for the ARNG. This requires management of three overarching talons:

(1) Strength Maintenance,
(2) MOS Reclassification, and
(3) Initial Entry Training Programs.

While all three have major program objectives, minor variations and program discrepancies result in erosion of the overall DMOSQ posture effecting school requirements to manage a force of 350,000 soldiers.

FACTS BEARING ON THE PROBLEM

- Enlisted attrition at 20%
- Overall attrition at 18%
- IET Pipeline losses (est >10k)
- Quota/seat availability versus capacity issue
    - TASS
    - TRADOC (IET)
- Insufficient time from alert to mob
- Soldier availability
- Prior Service MOS mis-match
- Incorrect/inaccurate personnel data

BOTTOM LINE

DMOSQ IS A PERSONNEL PROBLEM NOT - JUST A TRAINING PROBLEM

The challenge to meet future DMOSQ is caused by force turbulence, attrition and database problems.

Process Action Team

MISSION: Manage the multi-disciplinary tasks that must operate in unison in order to solve the DMOSQ problem for the ARNG

Executive Leadership - DARNG

G3, ARNG	G-1, ARNG
Chief, ARR (OPR)	PORTAC
Chief, ART	Chief, ARP
Chief, ARO	Chief, ARM
Chief, ARC	Chief, ASM
Chief, ARH	

Training Program Analysis

Do we have enough training seats to meet our goal of 82% DMOSQ

Untrained Population Method

64,571 – Current non-Q
(32,914) – IET Grad *
(16,084) – TASS Recl Grad*
~~(10,802) – Proponent Grad*~~

4,771 – non-Q
~~(1,824) – 2 yr TATSC*~~
(5,704) – IET Split 1 *

-2,757 - to be recruited and trained

64,571 – Constant SM
61,814 – Projected non-Q

80.07 % DMOSQ

Current Training Pipeline Method

55,842 – non-Q**
(24,800) - Daily IET

31,042 - Recl not to exceed
(40,571) – Recl inventory – Actual

9,529 – Recl inventory reduction (23% reduction)
(6,205) – Program production gain

3,324 - Shortfall

80.92 % DMOSQ

Total Inventory Method

245,666 DMOSQ Inventory
32,914 IET GRA
16,084 TASS Recl Grad
10,802 Proponent Grad

305,466 Total DMOSQ

(63,232) 20.7% Attrition
242,234 78.08% DMOSQ

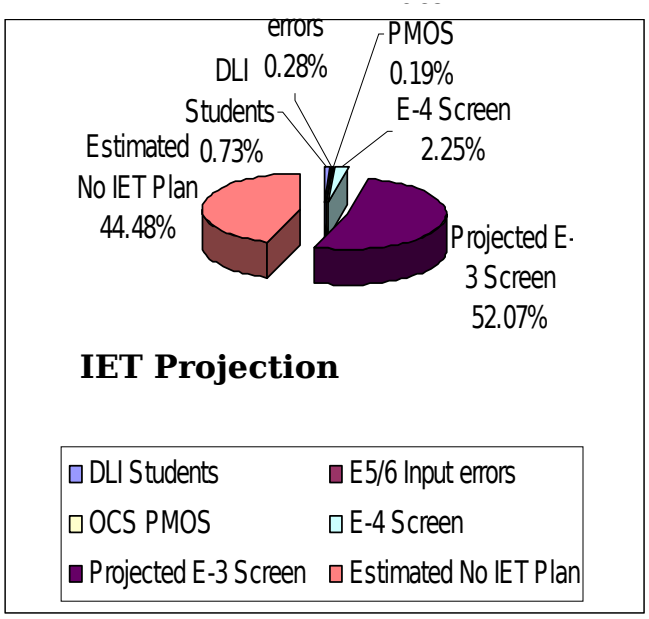
(55,290) 18.1% Attritio
250,176 80.64% DMOSQ

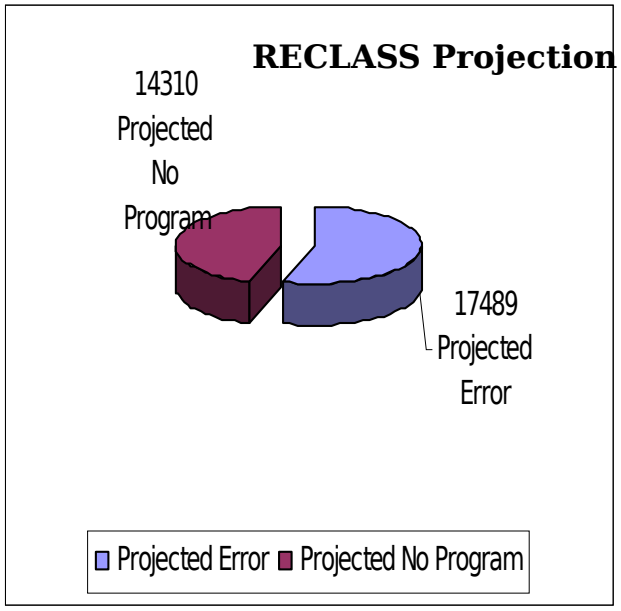
80.64% DMOSQ

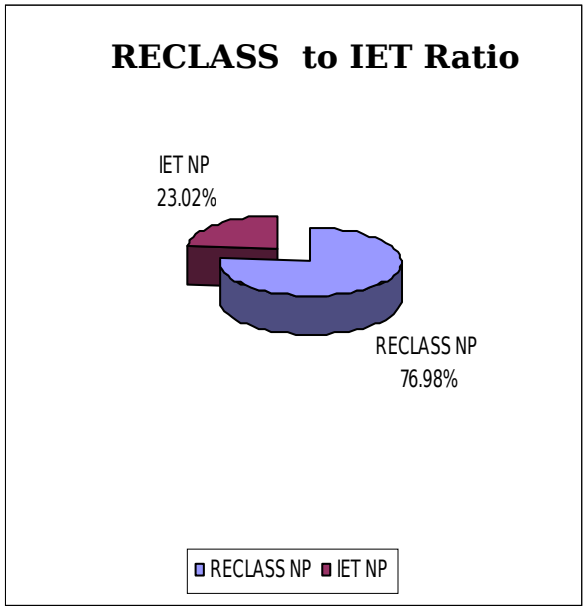
* FY04 Program

* * Non-Qualified goal. Soldiers in a “training pipeline” to meet 82% DMOSQ

No Training Program Analysis







IET ANALYSIS										
TAPDB-G START POINT	9508								RECLASS NP	31799
DLI Students	(69)							Per TAPDB-G	IET NP	9508
E5/6 Input errors	(27)								TOTAL NP	41307
OCS PMOS	(18)									
E-4 Screen	(214)	Population		393					RECLASS NP	14310
	9180	Checked		22	6%		Projected Values		IET NP	4229
		Results	Reason	Qty	%	Extrapolation			TOTAL NP	18539
			SIDPERS Errors	3	14%	54				
			OCS Contracts	8	36%	143		RECLASS PROJECTION		
			SF Program	1	5%	18		TAPDB-G Start Point		31799
			Legitimate	10	45%	179		Projected Error Rate		55%
									Projected Error	17489
Projected E-3 Screen	(4951)	Population		9001				Projected No Program		14310
Estimated No IET Plan	4229	Projected error rate		55%						

TAPDB-G ERRORS

- Miscoded structure/position table
- Mobilized soldiers in positions of other MOS
- Stay behind soldier in holding positions
- Failure to input SIDPERS transaction – we catch most of these but causes discrepancies

MAR-APR 2004 - Analysis

RECLASS TRAINING REQUIREMENTS

REASONS	**Total**
PMOS CHANGE WITHOUT A CHANGE TO UIC OR DUTY POSITION	36
DMOS CHANGE WITHOUT A CHANGE TO UIC	371
UIC CHANGE WITHIN STATE	1407
Potentially fixable	1814
INTERSTATE TRANSFER	88

2434 newly unqualified – 29,000 Annually

75% in 4 easily identifiable categories

Potentially fix 6600 annually

DMOSQ Attack Plans
Regional Field Representation

Fort Indian Town GAP

1 Contr
Region A/B Rep

Tacoma, Washington
State HQ/RTI

1 Contr
Region G Rep

Fort McCoy
WI RTI

1 Contr
Region E Rep

REGION A

REGION E

WA

WI

REGION G

REGION B

ARNGC

PA

4 ADSW
1 CONTR

VA

GUAM

OK

REGION C

Fort Stewart, GA

REGION D

Camp Shelby, MS

Oklahoma City
State HQ/RTI

1 Contr
Region F Rep

REGION F

1 Contr
Region D Rep

1 Contr
Region C Rep

- Resides at ARNG facilities.
- Positioned in Focus states
- DMOSQ Regional Representatives

DMOSQ ATTACK PLAN

REGIONAL FIELD REPRESENTATION

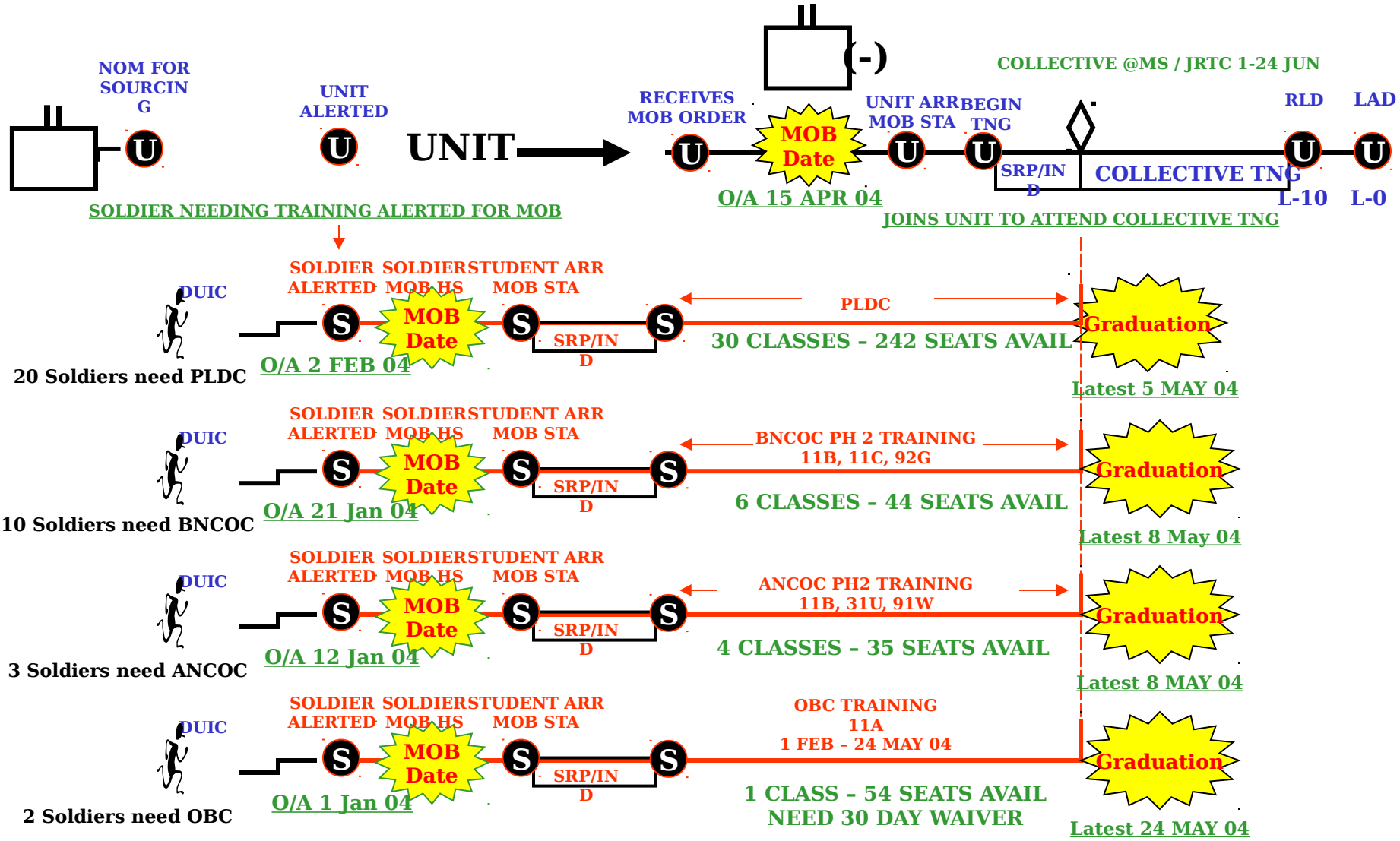
- **FT McCoy, WI:**
  - FOCUS STATE = WI
  - MOB Site/ Primary Training Facility to 32nd eSIB, 34th ID, 35th ID, 38th , and USAR RSCs -- MAATS/RTMS
  - Central to TASS Region E – largest ADT training site within Region (MI, OD, IN, AR, FA, AD, MP, TC) – USAR 84th DIV (IT) Training Center– TASS TRANSFORMATION SITE
  - Critical enabler to CS and CSS MOB/Accelerated DMOSQ programs
- **RTI-Ok, Oklahoma, City**
  - Central to 45th eSIB, 39th eSIB, 256th eSIB (M), 49th AR DIV, 35th ID, and 34th ID, as well as 95th DIV (IT) USAR
  - Supports TARGET STATE TX – Supports Secondary Target = LA
- **Camp Murray, WA**
  - Central to 81st eSIB (M), 116th eSIB (M), 41st eSIB, and 40th DIV
  - Co-located with USAR 104th DIV (IT) HQ, to coordinate CS and CSS USAR MOB Classes
  - Supports TARGET STATE CA and CO
  - TARGET STATE = WA_

Phased Mobilization

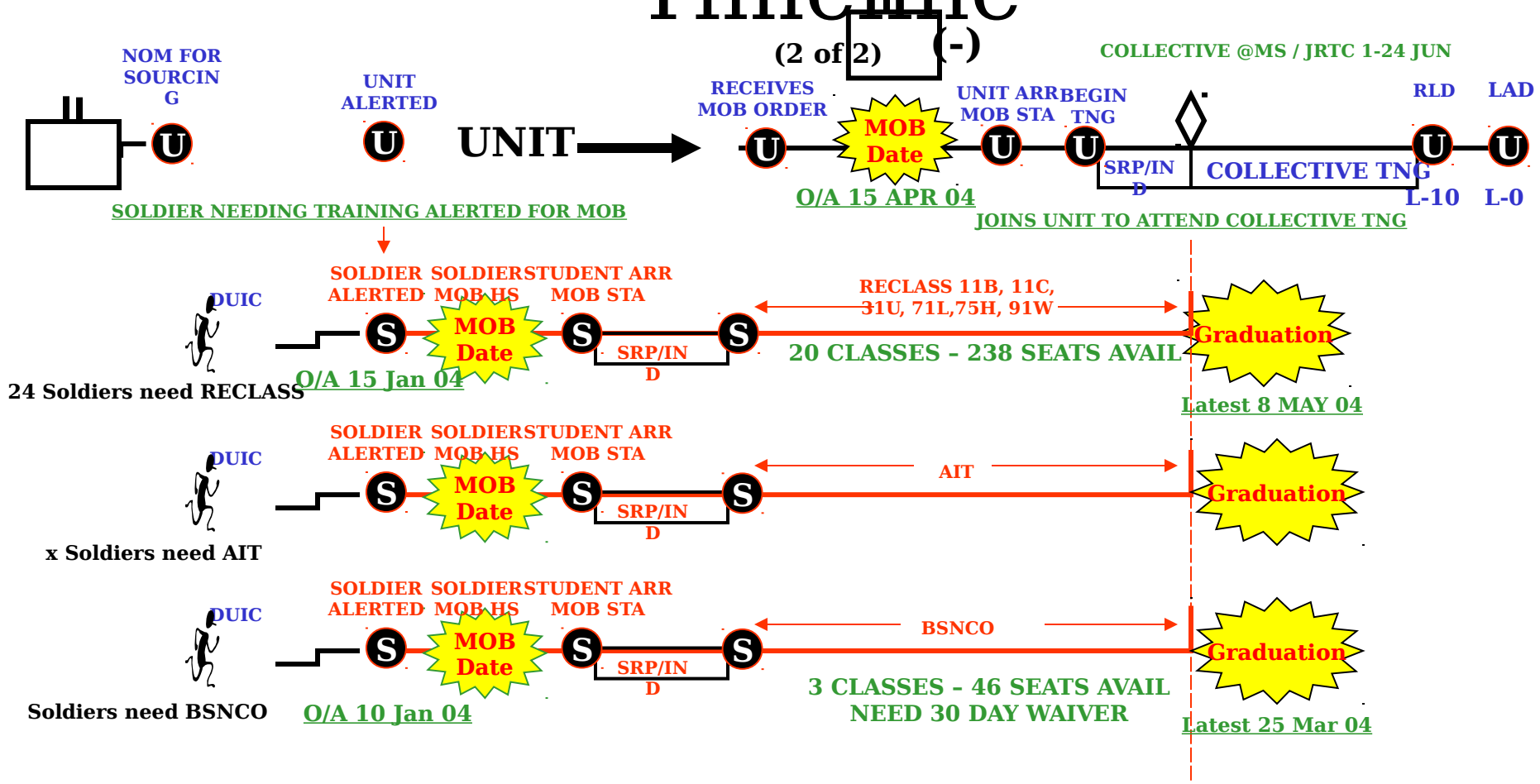
- Significantly reduces cross-level requirement
- Improves unit leadership through continuity
- Allows all soldiers to participate in unit collective training
- Three Phases (mobilizations)
  - Phase I - Unit level Individual Training
  - Phase II - National Cross Level Individual Trainers
  - Phase III - Unit Main Body

Phased Mobilization Timeline

(1 of 2)



Phased Mobilization Timeline



Planning Considerations

(1 of 2)

- Phased timeline meets Latest Date for school in order to bring both the soldier and unit together fully trained and mission ready.

- Authority ~~to mobilize soldier as~~ DUIC use delayed entry on active duty upon receipt of EXORD.

- Soldier is provided at least 30 days alert notice to mobilization date. (Soldier may sign waiver.)

Planning Considerations
(2 of 2)

- Required courses can be coordinated/synchronized with TRADOC/TASS to meet timeline.

- Some soldiers will need to attend more than one course
  (ie. RECLASS and PLDC back to back)

- Some soldiers will require only last phase of training.

DMOSQ RECLASS REQUIREMENTS

- We are an Army at War
- A need to strongly and urgently to support the RC
  Schoolhouses to Train Soldiers to do their
  War Time job/mission
- Provide necessary resources to accomplish the mission

QUESTIONS?